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HUMAN RELATIONS

COMMISSION

INVESTIGATORY HEARING REPORT



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SUBJECT: Investigatory Hearings - Harrisburg, Dauphin County, Pennsylvania

TO: The Honorable Raymond P. Shafer
Governor of the Commonwealth of Pennsylvania

and

The Honorable Albert Straub
Mayor of the City of Harrisburg

FROM: Harry Boyer, Chairman
Pennsylvania Human Relations Commission

1. Commission Report on Investigatory Hearings held in the City of Harrisburg the 7th and 8th of May, 1968.

2. Outline of Contents of the Report:

- a. Legal Basis for Conduct of Investigatory Hearings by the Pennsylvania Human Relations Commission.
- b. Sequence of Procedures Leading to the Investigatory Hearings.
- c. Summary of Findings by the Hearing Commissioners.
- d. Specific Commitments for Progress Made by City Authorities During the Course of the Hearings.
- e. Commission Recommendations.

L E G A L B A S I S

For Conduct of Investigatory Hearings

By the Pennsylvania Human Relations Commission

Act Number 191 of the General Assembly of Pennsylvania (House Bill #1516) signed into law by the Governor on October 11, 1968 and effective the 11th day of December, 1967.

Act Number 191: AN ACT Amending the Act of October 27, 1955 (P.L. 744) entitled, as amended, "An Act prohibiting certain practices of discrimination because of race, color, religious creed, age or national origin by employers, employment agencies, labor organizations and others as herein defined; creating the Pennsylvania Human Relations Commission in the Department of Labor and Industry; defining its functions, powers and duties; providing for procedure and enforcement; providing for an educational program to prevent injustice; providing for judicial review and enforcement and imposing penalties; providing for investigatory hearings by the Commission relating to racial discrimination or tension and for the investigations by the Commission relative to civil rights demonstrations."

The General Assembly of the Commonwealth of Pennsylvania hereby enacts as follows:

Section 7, Act of October 27, 1955 (P.L. 744) known as the "Pennsylvania Human Relations Act", is amended by adding after clause (f), two new clauses to read:

(f.1) To investigate where no complaint has been filed but with the consent of at least eight members of the Commission any problem of discrimination with the intent of avoiding and preventing the development of racial tension.

(f.2) On request of the Governor, to investigate claims of excessive use of force by police in civil rights protest activities.

LEGAL BASIS - Continued:

Act Number 191: The Pennsylvania Human Relations Act is Amended by adding after Section 8 a new Section to read:

Section 8.1 Investigatory Hearings Relating to Racial Problems.

Whenever any problem of racial discrimination or racial tension arises, the Commission may immediately hold an investigatory hearing. The place of any such hearing shall be in the county where the problem exists. The hearing may be public or private and the Commission shall have the same powers as provided in clause (g) for hearings on complaint filed.

The purpose of the hearing shall be to resolve the problem promptly by the gathering of the facts from all the interested parties and making such recommendations as may be necessary.

The Commission shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The testimony taken at the hearings shall be under oath and be transcribed.

Should the recommendations of the Commission not be accepted within a reasonable time the Commission may, with the consent of eight members, on its own behalf, initiate a complaint and the hearing findings and Commission order shall proceed the same as where a complaint has been filed.

PHRC Investigatory Hearings - Harrisburg

II. Sequence of Procedures Leading to the Investigatory Hearings Conducted by the Pennsylvania Human Relations Commission in the City of Harrisburg:

- A. Receipt of formal requests by citizens resident in the City of Harrisburg for Commission Investigatory Hearing followed by Commission Staff investigation and evaluation culminating in recommendation that Commission action would be required to resolve racial tensions in the City of Harrisburg.
- B. At regular session of the Commission, upon affirmative vote of eight members of the Commission, decision was made to investigate all areas of tension within the City of Harrisburg by the medium of the investigatory hearing.
- C. Commission Chairman appointed Hearing Commissioners and directed such action by Commission Legal Counsel and Commission Staff as would accomplish the investigatory hearing in the City of Harrisburg.
- D. Commission Staff met with the Honorable Albert Straub, Mayor of the City of Harrisburg, to announce the pending Commission Investigatory Hearing and seek cooperation of officials of the City.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:COMMENT #1:

In full consideration of the testimony presented, of the attitudes reflected by individuals and groups, affirmative commitments and policies of administration as presented by responsible local authority, background and relevant supplemental information obtained by the Commission staff, the following Commission findings are most pertinent.

COMMENT #2:

The Harrisburg Metropolitan area had been, just prior to the Commission Investigatory Hearings, exposed to a month long television program that consisted of an in-depth study of ghetto conditions in the City of Harrisburg. This program entailed scattered site "Mini-town" meetings, open microphone panel discussions, live and taped interviews and group meetings. Participation by vociferously concerned persons, black and white, provided public media for the expression of concerns and the venting of pent-up hostilities. Thus, the Commission hearings were markedly free of emotion and much factual information was presented in a shorter than normal period of time. Persons giving testimony had, in many instances, participated actively in the aforementioned television programs and had thus refined their statements to terse and concise testimony to the Commission.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:A. That a Tension Situation Does in Fact Exist in the City of Harrisburg:

That this very existent tension situation had been foreshadowed by historical practice and custom culminating in an accumulation of unresolved grievances by Negro residents against local authority and the status quo. A city with shrinking total population, with a readily discernible pattern of flight of the white residents to the suburban ring, and a constantly increasing Negro population residing primarily in circumscribed areas of the oldest housing in the metropolitan community.

By the time of the tragic death of Dr. Martin Luther King, community tensions had reached the point wherein latent hostilities in the black neighborhoods gained expression in overt violence with resultant flouting of authority and damage to property and persons. Residents of the black community, increasingly convinced of their exclusion from the planning and decision making processes which affect their lives, with a readily categorized legacy of racial discrimination, have through bitter and frustrating experience developed a deep rooted distrust and hostility toward the institutions of government. Only meaningful action on the part of concerned black and white citizens, local groups, agencies, and City

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:

A. continued:

authorities has averted tragic violence to date. Too little has been done to recognize or to remove basic causes of tension. The City of Harrisburg contains the active potentiality for racial violence.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:

- B. The high rates of unemployment (9% for non-whites as compared to 2.6% for whites) and underemployment (employment at less than the highest skill) of the Negro in Harrisburg is indicative of racial discrimination.

Local government, agencies such as the School District, have not reflected in their employment the racial composition of the Harrisburg community. Business and industry have not afforded the Negro equality of opportunity in employment or advancement. Craft trades and apprenticeship programs have only recently been opened in any degree to the non-whites.

The discrimination in employment of Negroes in the City of Harrisburg has done much to add to the social problems of the entire community. This is reflected in the additional burden on all agencies of government and the contingent dollar cost to the community.

Presently implemented affirmative action programs in job skills training and employment have not progressed to the point where significant equality of opportunity is afforded or where upgrading of job status and contingent income has been sufficient to effectively assure social change or social justice.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:C. That the School District of the City of Harrisburg Has Not Adequately Progressed in Staff Integration or Curriculum Development Equitably to Educate the Total Youth of the Community:

Education of the youth is the heart of any program to restructure the environment afforded the disadvantaged.

Therefore, public education must be tailored to equip each and every pupil to take his or her place as a productive member of society. Any custom, procedure, administrative or instructional practice that detracts from or fails to provide for the educational preparation of the total youth of the community must be recognized as a cause of racial tensions.

The Harrisburg School District, by the very composition of professional and non-professional staff, has not reflected the racial composition of the serviced community to the detriment of the educational program.

The evident failure to include the Black student in the total social structure contingent to the academic program; the failure to incorporate Negro history and contributions into curriculum; the inadequacy and reported insensitivity of counselling and remedial services, have been indicated as discernible factors in the development of an academic environment, practice and custom, not conducive to a total student.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:

C. continued:

enrichment program. The high drop-out rate and disciplinary problems of Black students have, in great part, resulted from these apparent inequities.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:D. That Discrimination in Housing and Circumscribed Residential Patterns of Housing are a Major Cause of Tension in the City of Harrisburg:

The City of Harrisburg is suffering a critical shortage of affordable low-income decent and standard housing. No meaningful program to produce recognizable quantity of low-income housing has as yet been implemented in the City.

The City of Harrisburg, as most cities in America, is suffering from urban blight. A deterioration of city core housing, small business and industrial facilities, that has, to date, been beyond the capabilities of local authority, even with State and Federal funding support, to check or reverse to a meaningful degree. Renewal and redevelopment programs have not been adequately funded or of adequate scope to accomplish the vast task now critically essential.

Due to the restriction of Negroes and other non-whites to circumscribed areas of older housing the Negro has been most affected by renewal programs. Urban renewal programs have not, in the past, been inclusive of the Negroes living in the concerned area in the planning and decision making process to any meaningful degree. Inadequate assistance has been provided persons and individual business owners in relocation due to renewal programs.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:

D. continued:

Public Housing facilities operated by the Harrisburg Housing Authority were in most part (five projects of six) built and occupied from inception as racially segregated facilities. Programs to desegregate these facilities have been inadequate and program continuity not afforded so that partially desegregated facilities are rapidly reverting to become racially segregated nearly in entirety. Operating policies and administrative procedures of the Authority have reflected insensitivity to tenant wants, needs and understanding to the degree that this has become a prime tension area. The Housing Authority has not taken timely or adequate advantage of the Federal Leased Housing Program to provide badly needed housing for the large low-income families of Harrisburg.

Zoning codes have not been adequately enforced to prevent slum landlords from adding to the deterioration of neighborhoods. Housing Code inspection programs have been inadequate and penalties on landlords and property owners who have failed to comply have not been enforced to the degree provided by law and required by circumstances.

Planned programs under Model Cities Application and strict code enforcement will further erode the available supply of

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:

D. continued:

housing for low-income families. Adequate provision to provide low-income housing has not been made and planned programs to provide housing in the City have not been adequately or clearly communicated to the persons living in the concerned neighborhoods by responsible authority.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:E. The City of Harrisburg Has Not Provided the Citizens of the Community With an Agency Capable of Formulating and Implementing Affirmative Action Programs to Assure Equality of Opportunity to all Persons:

The Mayor's Committee on Human Relations, made up of an Executive Committee of 17 members and total membership of 86, has no authority. There is no City Ordinance on Human Relations. The Mayor's Committee has no professional staff. This is strictly an educational group neither backed nor limited by law. This group has not demonstrated the ability to develop affirmative action programs or to act as an agency for grievance or redress of wrong.

Also operating in the City of Harrisburg is an amalgamation of 21 religious, fraternal and social organizations banded together as the Human Relations Council of Greater Harrisburg. This later organization, a volunteer group with excellent cross-strata representation, has no affiliation with and no liaison with the Mayor's Committee on Human Relations. This volunteer organization has assumed a "watch-dog" role in attempting to ascertain that needed programs are applied for and present programs and projects are equitably operated by applying pressure upon the Mayor, the City Council, Model Cities Administration and other agencies of the administration.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:

E. continued:

The existence of two totally separate organizations, neither being supported nor limited by law, attempting to perform a functional role in human relations for Harrisburg has been a factor in the dispersion of concerned community leadership resources and has, at times, led to inter-agency conflict in goals and programs. These two agencies have, at times, conflicted in their determination of priorities and thus the pressures they have separately brought to bear on City authorities and agencies, being divergent, have further delayed program applications and project accomplishment.

The existence of these two well meaning organizations, neither able to afford the avenue of redress to the minority-group individual they are attempting to aid, have added to the confusion and misunderstanding in the minority communities.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:F. That a Real Gap in Communications and Understanding Between the Black and White Communities Exists in the City of Harrisburg:

Long standing patterns of exclusion of the Black resident from participation in the processes of local government have resulted in a profound sense of alienation by the Black community. This has resulted in the intensification of real or imagined grievances against the historically insensitive power structure. Therefore, every abrasive contact with agencies or individuals representing governmental authority has intensified this alienation. Thus, grievances suffered by Negroes take on a deep personal significance far overbalancing the immediate consequences of the grievance. Thus, the Black community subjected to delay in garbage or trash removal would view this delay not only as an instance of poor public service but as an example of racial discrimination.

Previous local governmental programs, utilizing federal funds, such as urban renewal, public housing, etc., have been segregative and discriminatory in conception, in implementation and in sustained operation. Here again the Negro has been excluded from the planning and decision making processes of programs that have had more effect on the Negro neighborhoods than any other portions of the City.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:

F. continued:

Testimony revealed a readily categorized history of promises by responsible authorities, later unkept. This has markedly increased racial antipathies.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:G. Police-Community Relations Problems Have Existed in Harrisburg

The police of the City of Harrisburg, as on-the-street representatives of local authority, have become the focal point for overt expressions of disrespect for seemingly insensitive authority by a frustrated minority.

Police-community relations training and establishment of police policy of an affirmative and constructive nature; better integration of the police force to include promotion of non-white officers; and other affirmative steps taken in recent months have not had adequate time to develop the police-citizen rapport and understanding that should be the end result of such newly developed affirmative actions.

Past police actions in Black neighborhoods have reflected more stress toward maintaining the status quo than an unbiased policy of enforcing law and order. The failure of the City to provide established avenues and procedures for redress of citizens' complaints has increased misunderstanding and antipathies towards police.

PHRC Investigatory Hearings - Harrisburg

III. Summary of Findings by the Hearing Commissioners:

H. Exclusion of the Negro from Available Recreation and Inadequate Recreation in Negro Neighborhoods Has Been a Cause of Tensions:

So-called "Private-Community-Membership" swimming clubs that effectively bar the Negro from membership; "Private" golf clubs that are open for membership to all white applicants (and white guests of members) but are closed to Negroes, even when guest of a white member, have engendered deep resentments in the Black communities.

Summertime recreational facilities in the core City have been inadequate and the proliferating recreational facilities in the white suburban communities that have effectively excluded the nonwhite have become a prime cause of tensions in the community.

PHRC Investigatory Hearings - Harrisburg

IV. Specific Commitments for Progressive Action to Alleviate Community Racial Tensions Made by Local Authority During Investigatory Hearings:

NOTE: The present Mayor of Harrisburg, The Honorable Albert Straub, had only been in office since January 1, 1968.

A. The Mayor of Harrisburg, The Honorable Albert Straub, made the following statements as a witness before the Hearing Commissioners:

1. The Office of the Mayor is urging the Harrisburg Housing Authority to purchase a 173-unit newly constructed apartment complex that will be available for rental application by June 1, 1968.
 - a. There is great need for this additional public housing.
 - b. Mayor can only assert influence on Housing Authority members; cannot direct them, but will continue to push for more public housing.
2. Mayor will meet with and fully cooperate with any group working to produce or improve housing in Harrisburg.
3. Mayor will attempt to influence the Housing Authority to remove late charges and fines recognizable as a cause of tensions.
4. Mayor's office will aggressively pursue policy of equal opportunity in employment and will attempt to assist in

PHRC Investigatory Hearings - Harrisburg

IV. Specific Commitments for Progressive Action to Alleviate Community Racial Tensions Made by Local Authority During Investigatory Hearings:

A. 4. continued:

opening of new avenues to obtain jobs for the hard core poor and extend training programs for better employment opportunity.

5. Mayor will exert all possible pressure on School Board to stipulate progressive change in Harrisburg School System.

a. New liaison and rapport has been developed between City Hall and the School Board.

6. Mayor's Office will forcibly ascertain that city services will be equitably rendered all citizens regardless of neighborhood.

7. Mayor's Office planning and directing that Harrisburg Police Force have police-community relations training program and clearly understood policy.

8. City administration will direct implementation and enforcement of housing code equitably and fairly with no exceptions.

a. Demolition of houses unfit for human habitation will be accelerated.

b. Great concern will be taken with choice of what will be erected to replace demolished sub-standard units.

PHRC Investigatory Hearings - Harrisburg

IV. Specific Commitments for Progressive Action to Alleviate Community Racial Tensions Made by Local Authority During Investigatory Hearings:

A. continued:

9. Mayor promises more activity in housing in 1968, than has been accomplished in Harrisburg in previous 30 years.
10. City administration, with cooperation of "Committee of Fifty" and other organizations, is exerting maximum pressures on unions to employ Negroes and bring Negroes into apprentice programs.
 - a. City has threatened to withdraw use of school facilities for Union training programs in any instance where Union involved will not employ or train Negro applicants.
11. Mayor's Office will push program for establishment of 13th and 14th grades in conjunction with vocational-technical high school....for training to fill community needs for hundreds of mechanics and skilled artisans.
12. Mayor's Office, through the Police Department, has established neighborhood community relations center. Staffed by four (4) police under a Sergeant.
 - a. Police-community relations program in the junior and senior high schools.
 - b. Rumor control through neighborhood community relations center establishing rapport with neighborhood citizens.

PHRC Investigatory Hearings - Harrisburg

IV. Specific Commitments for Progressive Action to Alleviate Community Racial Tensions Made by Local Authority During Investigatory Hearings

A. continued:

13. Maximum stress by City administration on development of recreational facilities...particularly in core city.
 - a. Swimming pools, parks, playgrounds, planned for completion this summer.
 - b. Additional facilities to be built under continuing recreational development program.
14. Harrisburg Model Cities Planning Grant Application, as presently submitted has been assured of approval.
15. Additional Housing Inspectors will be added and upgrading of job has been requested so pay level would attract best qualified persons.
16. Mayor sees no need for local human relations commission. Stated that liaison and cooperation between Mayor's Advisory Council and the Greater Harrisburg Human Relations Commission is a real need.

PHRC Investigatory Hearings - Harrisburg

V. Recommendations by the Pennsylvania Human Relations Commission for Affirmative Action Programs to Alleviate Racial Tensions and Reduce Potential Tensions in the City of Harrisburg:

NOTE: In specific instances a time for the implementation and/or accomplishment of program objectives is indicated. In all instances the Commission will monitor the meaningful implementation of the Commission recommendations. Where action is not accomplished to a significant degree the Commission, upon review, shall take such further steps as specified by law to assure affirmative action to reduce racial tensions in the City of Harrisburg.

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:A. Recommendations for Reduction of Tensions Contingent to Education:

1. That the School District's Intergroup Education Committee specifically include membership from the Black community to include both parents and students.
2. That the Intergroup Education Committee and its Intergroup Education Director be directed to study and make recommendations to the Superintendent regarding the following areas of concern voiced at the Commission Hearings:

NOTE: This study should include provision of opportunities for parents and students as well as administrators, counsellors and teachers, to engage in dialogue on these problems for the purpose of accurately assessing the needs and arriving at the solutions.

- a. Counselling received by Black students regarding curriculum choices, vocational training, college education and scholarships.
- b. The School District's work-study and job placement program.
- c. Teacher and administrator discipline of Black students.
- d. Participation patterns of white and Black students in extra-curricular activities and assemblies.
- e. The criteria and procedure of selecting members of extra-curricular organizations.

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendation:

A. 2. continued:

f. In-service training of staff in the education of disadvantaged children.

3. That a sub-committee of the Intergroup Education Committee be organized, to include Black community representatives concerned with Negro history, for the purpose of evaluating and making recommendations regarding the adequacy of the District's textbook portrayals of minority-group peoples and their contributions to society.
4. That the School District's affirmative recruitment efforts to employ Negro professional and non-professional employees be continued and expanded.
5. That the Harrisburg School District should initiate a series of in-service training sessions for administrative and faculty personnel for sensitivity concern for such tension producing areas as: stereotyping, scapegoating, racist references, faculty-student intergroup relations.

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:B. Recommendations for Reduction of Racial Tensions Contingent to Housing:

1. The City of Harrisburg, through the Mayor's Committee on Human Relations, with cooperation of Urban Coalition, with full utilization and cooperation of news media, and other affirmative methodologies, should implement an educational program in housing. This program should have the following goals:
 - a. To educate the citizens of Harrisburg as to the rights of all persons to seek and acquire housing of their choice, within their economic abilities, without regard to race, color, religious creed or national origin.
 - b. To educate the citizens of Harrisburg as to the provisions of law with regard to housing.
 - c. To supplant old fears and superstitions with the facts essential for the human understanding necessary for a policy of open housing.
2. The City of Harrisburg, through the Housing Authority of the City of Harrisburg should immediately direct a program wherein:
 - a. The Housing Authority should objectively review the March 22, 1968 Circular issued by the Department of Housing and Urban Development on "The Social Goals

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:

B. 2. a. continued:

for Public Housing." It is further recommended that this review shall be jointly conducted by the Housing Authority, the Mayor's Committee on Human Relations and a committee representative of the tenants of Housing Authority facilities.

3. That the Housing Authority of the City of Harrisburg should review the necessity for "late charge" of 50 cents a day to tenants paying rent. Such punitive charges should only be considered for the incorrigible delinquent tenant. Review of rent collection procedures and tailoring of rent due dates to coincide with tenant income dates on an individual tenant basis should be done to make unnecessary a policy of such punitive charges.
4. That the Housing Authority of the City of Harrisburg should place maximum emphasis on development of workable program application for FHA Leased Housing Program (Section 23 of the law authorizing Federal assistance for low-income families; the United States Housing Act as amended). Ample evidence was presented of the dire need for additional low-income housing. This program should receive maximum utilization. The Lease Housing Program offers the City of Harrisburg a prime practical solution for the obtaining

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:

B. 4. continued:

of decent and adequate housing for the low-income family requiring four or more bedrooms without the several years delay time required for new project construction.

5. That the Housing Authority should develop closer liaison and more responsive cooperation with the following agencies:

- a. The Office of the Mayor. As the focus point for housing need, and for community grievance procedure, the Office of the Mayor must be able to obtain immediate consultant services and supportive response from the Housing Authority.
- b. The Harrisburg Redevelopment Authority and the Harrisburg Model Cities Agency: With particular emphasis on the need for cooperation with relocation programs and relocation requirements for planned and pending programs of renewal and Model Neighborhoods accomplishment.
- c. The Housing Authority must be an integral part of the overall City Planning posture.
- d. The Department of Community Affairs of the Commonwealth of Pennsylvania. This Department of State Government is designed and operated to support the housing programs and future planning of the local Authority. Assistance

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:

B. 5. d. continued:

in the preparation and submission of program applications, technical reviews, consultant services, expediting through Federal channels, and as warranted and as available - financial assistance through advancement of program funding may be obtained from this Department.

6. That the Housing Authority should make program application for Federal funded social training programs for family training. Application should be made through the Secretary of Welfare of the Commonwealth of Pennsylvania. Ample evidence of need for this family training program has been presented.
7. That the City of Harrisburg should develop new and innovative incentives for the involvement of industry and business in the production of housing for low and middle income families. The flight of the white families from the core city to the suburban ring is caused more by the total lack of modern affordable housing than by all other factors combined.
8. That the City of Harrisburg, in developing a program for incentives for the involvement of private sector in the production of housing, should take full advantage of the

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:

B. 8. continued:

Pennsylvania Neighborhood Assistance Act, Act 292 of the General Assembly, enacted November 29, 1967.

9. That the Redevelopment Authority and the City Planning Commission shall, by meaningful involvement of residents in planned renewal or project areas, bring the Negroes of Harrisburg into meaningful inclusion in the planning and decision making processes for programs that will affect their families' lives and futures. Interracial tensions cannot be erased without full partnership inclusion in the planning and decision making processes of authority.

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:C. Recommendations for the Reduction of Tensions Contingent to Administration of the City of Harrisburg:

1. The City Administration of Harrisburg, the Mayor and the City Council, should accept the leadership role in accomplishing the following:
 - a. Direct the Redevelopment Authority to render full support and encouragement to the non-profit sponsors now entering into programs for the production of new low-income housing, housing for the elderly, and rehabilitation of existing housing. These non-profit organizations should benefit from City support to include: Feasability studies; statistical research; mapping and topographical data; meaningful inclusion in City Planning Commission studies and programs; tax adjustments and such innovative programs as land subordination.
 - b. Adopt a rigidly enforced program of Housing Code Enforcement. This should also entail:
 - (1) Application to the Bureau of Environmental Health, Pennsylvania Department of Health, for Training Program for Code Enforcement officers. This State agency conducted training program is conducted without charge to the community.

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:

C. 1. b. continued:

- (2) Expansion of the Inspection Force so adequate number of inspections are possible and continuity of case supervision is practical.
- (3) Preparation of workable program and application for Federal Demolition Grant for Accelerated Code Enforcement. This program (HUD) Section 116 of the U.S. Housing Act of 1949. The program would give Federal 66.67% grant for demolition and 100% grant for cost of relocation for families and individuals forced to relocate through concentrated code enforcement program. Maximum use of this program is hereby recommended.

c. Review City Zoning and Zoning Code Enforcement:

1. Rigidly enforced zoning codes would prevent the unscrupulous operator from converting the single family dwelling to multiple-family use.
2. Zoning code enforcement to the letter of the law would reduce the taproom and speakeasy problem in the community.

d. Human Relations Training Program for all City employees, Employees of Housing Authority, Redevelopment Authority, Model Cities Agency and all individuals employed by City departments relating to or concerned with housing.

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:D. RECOMMENDATIONS FOR REDUCTION OF RACIAL TENSION CONTINGENT TO EMPLOYMENT AND RACIAL UNDERSTANDING:

1. The City of Harrisburg, through the Mayor's Committee on Human Relations, with cooperation of the City Chamber of Commerce, the State Employment Service and the Opportunities Industrialization Center (OIC), should work out a cooperative working relationship in which the present trends of employment, i.e., lack of employment, under-employment, etc., can be reversed.
2. The City of Harrisburg, through the Mayor's Office, with cooperation of all concerned groups should hold a community workshop. Participants should include a cross-section of the community, thereby establishing lines of communication. It would enable city government to make use of such procedures as a rumor clinic, etc., as a means to alleviate tension.
3. The City of Harrisburg, through the Mayor's Committee on Human Relations, with the cooperation of the 21 affiliated organizations known as the Human Relations Commission of Greater Harrisburg, must make a concerted effort to establish a fully staffed human relations

PHRC Investigatory Hearings - Harrisburg

V. Commission Recommendations:

D. 3. continued:

commission in the City of Harrisburg. This Commission should have enforcement power and its members composed of a thorough cross-section of the community.

CONCLUSION

It is sincerely hoped that the investigatory hearings in Harrisburg served a useful purpose. Certainly, they provided the means by which persons who ordinarily do not face each other were able to engage in dialogue, air grievances and suggest means by which to overcome the causes of such grievances.

The Pennsylvania Human Relations Commission will assist the parties to the best of its ability to carry out the many recommendations set forth in this Report.